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INDUSTRY, LABOR AND HUMAN RELATIONS

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MAXIMUM HOURS OF WORK OF WOMEN 18 YEARS OF AGE AND OVER

Chapter Ind 74

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History: Chapter Ind 74 as it existed on April 30, 1971 was repealed, and a new chapter Ind 74 was created, Register, April, 1971, No. 184, eff. 5-1-71.

Note: Chapter Ind 74 applies to manufactories, mechanical or mercantile establishments, beauty parlors, laundries, restaurants, confectionery stores, telegraph or telephone offices or exchanges, or express or transportation establishments.

Maximum hours for women employed in hotels, including motels and resorts, is 10 hours per day and 55 hours per week at day work and 9 hours per day and 54 hours per week at night work. Other establishments are not regulated.

Ind 74.01 Definitions. (1) "Day" means a calendar day or a period of 24 consecutive hours.

(2) "Week" means a calendar week or a regular reoccurring period of 168 hours in the form of 7 consecutive 24 hour periods.

(3) An "executive" or "professional" woman is one who is engaged in work predominantly intellectual, managerial or creative, requiring exercise of discretion and independent judgment for which her remuneration is not less than \$500 per month.

History: Cr. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.02 Hours of labor for women. (1) No female shall be employed or be permitted to work in any place of employment or at any employment for such period or periods of time during any day, night or week as shall be dangerous or prejudicial to the life, health, safety or welfare of such female.

(2) The schedules set forth in section 103.02, Wis. Stats., are altered as provided under section 103.02, Wis. Stats., to permit employment of women as follows:

(a) Regular time, up to 9 hours per day and up to 48 hours per week.

(b) Overtime, hours in excess of 9 hours per day and 48 hours per week.

RECOMMENDATION: MEAL PERIODS. It is recommended that each employer allow each employe, 18 years of age or over, at least 30 minutes for each meal period reasonably close to the usual meal period time (6:00 a.m., 12:00 noon, 6:00 p.m. or 12:00 midnight) or near the middle of a shift. Shifts of more than 6 consecutive hours without a meal period should be avoided.

NOTE: The above meal period requirements are mandatory for minors under 18 years of age.

History: Cr. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.03 Overtime pay. (1) Each employer subject to chapter Ind 74 shall pay to each woman employe 18 years of age and over, time and

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one-half the regular rate of pay for all hours worked in excess of 9 hours per day or 48 hours per week, whichever is greater.

(2) Any employer engaged in the handling, packing, preparing, storing, first processing, freezing or canning of any perishable agricultural or horticultural commodity in its raw or natural state is exempt from subsection (1) for two 10-week periods if:

(a) For 10 weeks in a calendar year employes are paid not less than 1½ times their regular rate of pay for hours worked over 10 hours per day or 50 hours per week, whichever is greater; and,

(b) For a second 10 weeks in a calendar year employes are paid not less than 1½ times their regular rate of pay for hours worked over 10 hours per day or 48 hours per week, whichever is greater.

History: Cr. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.04 Exemptions. Women 18 years of age or over who are executives, professional women, registered pharmacists, registered assistant pharmacists, doctors, dentists or registered nurses employed by an employer subject to chapter Ind 74 shall be exempt from the overtime requirements in section Ind 74.02.

History: Cr. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.05 Records. Each employer shall keep permanent records for at least 2 years, available for inspection and transcription by a duly authorized deputy of the department, showing the name and address of each employe, the hours of employment and wages of each and such other records as the department may require.

History: Cr. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.06 Penalties. Any employer who violates order Ind 74.02, Ind 74.03 or Ind 74.05 shall be subject to the penalties provided in section 101.28, Wis. Stats. Each day of violation shall constitute a separate and distinct offense.

History: Cr. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.07 History: Cr. Register, March, 1957, No. 15, eff. 4-1-57; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.08 History: Cr. Register, March, 1957, No. 15, eff. 4-1-57; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.09 History: Cr. Register, March, 1957, No. 15, eff. 4-1-57; r. and recr. Register, June, 1961, No. 66, eff. 7-1-61; am. Register, January, 1968, No. 145, eff. 2-1-68; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.10 History: Cr. Register, May, 1960, No. 53, eff. 6-1-60; am. Register, June, 1961, No. 66, eff. 7-1-61; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.20 History: Cr. Register, May, 1956, No. 5, eff. 6-1-56; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.21 History: Cr. Register, May, 1956, No. 5, eff. 6-1-56; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.22 History: Cr. Register, May, 1956, No. 5, eff. 6-1-56; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.23 History: Cr. Register, May, 1956, No. 5, eff. 6-1-56; r. Register, April, 1971, No. 184, eff. 5-1-71.

Ind 74.24 History: Cr. Register, May, 1956, No. 5, eff. 6-1-56; r. Register, April, 1971, No. 184, eff. 5-1-71

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